



MEETING MINUTES

Chief's Advisory Committee (Virtual)

Tuesday, September 15, 2020

Welcome to Committee by Chief Páez

Chief Páez expressed gratitude to the group for dedicating their time joining in this journey and partnership. Briefly went over the agenda and format for the evening. Will take public commentary toward the end of the meeting.

Committee members present: Chief Justin Páez, Lt. Nick Tabernik, Lt. Greg Lattanzi, Director Jay Somerville, PIO Rebecca Myers, Officer Devin Howard, Officer Amber McCloskey, Dwayne Maynard, Ajmeri Hoque, Sri Gaddam, Cameron Justice, Yanling Yin, Susan Ortega, Imran Malik, Isao Shoji, Stella Villalba

Minutes by: Rebecca Metcalf

Review of Resolution 41-20

Chief Páez reviewed pertinent pieces of Resolution 41-20 with the group. Reviewed purpose of group paragraph, page 4 bullet E.

"E. Purpose. To establish an opportunity for proactive community engagement and critical dialogue concerning the protection, service, and public safety needs of the City of Dublin as provided by the Dublin Police Department." Also review the duties and functions in this category, page 4 bullets a. – c.

- a. Meet with the Chief of Police, as well as Dublin Police Department Executive Staff and other members of the police department as deemed appropriate by the Chief of Police, to provide valued advice, perspective, recommendations, and feedback on significant police-community relations issues.
- b. Assist the Police Department with aligning its mission and goals with community expectations by conducting research, soliciting community feedback about the department, reviewing policies, procedures, and training requirements, and making recommendations regarding the department's efforts in community outreach & engagement.
- c. The Chief's Advisory Committee emphasizes cooperative efforts between the community and police department to identify and recommend solutions to issues of significant community concern including the defeat of social injustice, bias, bigotry, inequity and racism in the community.

Chief Páez reviewed the reporting requirements established, page 4 bullet G.

"G. Reporting. The Chief's Advisory Committee will, at a minimum, submit to the City Manager and City Council a semi-annual update as to its progress, findings, recommendations and associated actions of the Advisory Committee, unless more frequent updates are necessary as

determined by the City Manager, City Council, Chair of the Chief's Advisory Committee and/or Chief of Police.

Chief Páez reviewed the section of Resolution 41-20 regarding the selection of a Chair and Vice Chair, page 3 and 4

"b. Chair/Vice Chair. The Chief's Advisory Committee will elect from its appointed membership and no later than its third meeting a:

i. Chair, whose duties it will be to coordinate meeting agendas and Advisory Committee support with the assistance of the Chief of Police, preside over meetings and serve as the spokesperson of the Chief's Advisory Committee.

ii. Vice Chair, whose duty it will be to serve in the absence of the Chair."

Chief Páez thanked Dublin City Council and the City Manager for establishing the Community committee and the Chief's Advisory Committee.

Introduction of Chief's Advisory Committee Members

Chief Páez introduced the selected members of the Chief's Advisory Committee and invited each to share information about themselves and their goals as part of the committee.

W. Dwayne Maynard thanked city council for taking initiative to put together this advisory committee like this. This will give the community the opportunity to interact with the department and hopefully build stronger relationships with all segments of the community. He has been a Dublin resident for 22 years. His wife is in education in the Dublin School System and they have two grown children both whom followed their mother's career path in education. He has had many opportunities to further his education and work with law enforcement from the beginning of his career to the end of his public service career. Has had a unique opportunity as a black man in America to work with law enforcement and be a fan of law enforcement in general. We are in unprecedented times. He believes there is a lot of good work being done by the Dublin Police Department but is not naïve to believe there aren't areas that can be improved. He hopes the committee can have candid discussions which may be uncomfortable at some times. Hopes to work with all in a proactive manner, to earn the trust of the community. Also, is eager to learn about each of the communities within Dublin and understand the nuances and differences in those communities. The perception of our City and Police Department is not only of the people who live in the community but those who visit the community.

Ajmeri Hoque has lived in Dublin since 2003. She is excited to be a part of this group and believes they can achieve great things if they come together and share experiences. She wants policing that is fair, just and equal for everyone. Hopeful during this meeting the committee is able to look at policies and see what has been done and what can be improved upon. In Dublin recently it seems it has been a little heated in the schools with our kids. She has been an attorney, prosecutor, and criminal defense attorney. She currently works with juveniles in the criminal justice system as well as children in foster care. Wants to ensure the committee looks at policies that deals with ableism and how the police department and community can help. This will take time but needs to be talked about and discussed in great detail. There will be uncomfortableness. We need to understand why and hear each other. Hopes community members can also give their suggestions. Community engagement is a key part of this.

Dr. Sri Gaddam is a business doctor not a human doctor. He is thankful for the opportunity to serve on this board. Dublin is one of the best departments. Hopes to work as a group and reach out to community to get feedback. He has lived in Dublin for 17 years and his business headquarters are in Dublin. He has children who attend Dublin Schools. Last year his children and other students started a scholarship fund for families of police and fire. He is coaching the kids from the high school in this endeavor but they are doing the work and offers great learning experiences for them as well. He is honored to be here and do what he can to make the community better.

Cameron Justice grew up in Dublin and is a 2016 Coffman High School graduate. He is currently at The Ohio State University. Hopes to make some end roads to actual change. Agrees with others comments that some discussions will be uncomfortable. Dublin is a great police department as a whole but it would be a disservice if he wasn't trying to make it better. Hopefully the accomplishments of this committee will be a shining light to the surrounding communities. It is important to consider how the police department interacts both with the residents and visitors as perception plays a large role in policing interactions. It is important to have a means to measure police trust in the community of those most impacted and provide a voice for the young people's experience in Dublin and bridge the gap between youth and adults in the community.

Chief Páez commented to the group that it is perfectly okay to ask those difficult and challenging questions.

Yanling Yin is a leadership coach and technology leader in JP Morgan Chase. She has been a Dublin resident for 15 years and has had lot of interaction with police and the City of Dublin during this time. Her first interaction was about 10 years ago when one of her kids accidentally called 911 while they were at a park here in the City. At first they were afraid they would be in trouble but when the officer came he ended up giving a tour of the police vehicle for the kids. This interaction was very different than where she grew up in China. She has participated in Dublin's Citizen Police Academy and participated in the Ride-Along program where she saw how officers interact with people. She has worked with Corporal Keiffer as a community panelist and introduced her culture to police and how their interactions with police may differ. She is passionate about humanity and equality and understands that not all police officers are acting like that and that you cannot stereotype all police departments as acting that way. There is always room to improve and she hopes to bridge the gap between the community, the City of Dublin and police; to build a united front and build a better community and better culture.

Susan Ortega commented that it is wonderful to see familiar faces and some new faces. She echoes the comments of others on what she hopes to achieve as part of this committee. She is Director of Youth & Prevention Services at Syntero which is a Counseling Center here in Dublin. She resides in Dublin with her husband and son. She has been in clinical social work for over a decade, focusing now in prevention mainly drug abuse and suicide prevention. Everyone she has had the opportunity to deal with is willing to dig into tough conversations. She is excited to have this opportunity to work with schools and the phenomenal SRO's in the schools. She is thrilled to be a part of this community and is committed and excited to see what happens as part of these discussions.

Imran Malik looks forward to the opportunity to build upon himself as part of this committee. He has three kids and resides in the community. He has been in Columbus since 1999. He grew up in very small country call Bahrain. Bahrain has many US bases there and he experienced first-hand war back in the 90's. In Dublin there is much diversity and it is growing in both resources and diversity. He enjoys working with people of many backgrounds. He is an engineer and entrepreneur and works with many cultural communities throughout Central Ohio. There is good work happening all over Central Ohio. He wants our police department to always be relevant and important in our communities and want to bring the good of the police department to light. It is important to get feedback of those you are working for to improve. He is here with all willingness and passion to serve the committee, community and learn from others on the committee.

Courtney Ingram was not available to attend the meeting but Chief Páez had the opportunity to meet with her prior to get her input and share on her behalf. Courtney is a language arts teacher at Davis Middle School. She wants to continue to have conversations about police in schools and making connections. Hopes to discuss at some point how the missions, values, and goals of the schools and police department align and how they will align in the future. She hopes to assist in making positive connections with young kids and share the thoughts and feelings of our youth, students and residents and determine what we can do as a police department and Dublin Schools to improve.

Isao Shoji commented that it is a pleasure to serve with all on the committee. He is Taiwanese and was raised in Japan. He was transplanted by his parents to the US in eighth grade. First year was spent in Hawaii, which was very difficult, then his parents moved to Hilliard, Ohio which is where he grew up from age 14 to graduation from college. Three years ago he, his wife and two children moved to Dublin. He shared that his upbringing was very much colored as an immigrant. He was picked on quite a bit growing up in Japan and when they first came to states also as an immigrant but his experience in US was very much a positive one. Growing up in Hilliard he did not have any negative experiences. He was blessed with good friends, teachers and being an American kid. He grew up thinking all was ideal until he got to his current age and became a business owner. As a community member now he has been exposed to what is real. This year has brought all into focus. His business is in the Arena District and they, as a business, would get negative comments if they would support police and in turn would get negative comments if they showed support for the inequality in the community. He feels like he needs to learn from others, to understand the issues better and be a part of the solution. He hopes when all is said and done that the work will foster communication and have a role to build a community that has no sides and build a better community for us now and the generation behind us. We need to keep our eye on the ball not just the short term but for the long haul. This will affect the lives of thousands and thousands of people for years to come.

Chief Páez commented there is a lot of work in front of us but we need to get started. Mr. Shoji is also a member of the Community Task Force. It will be interesting for him to share that connectivity with our group as well.

Stella Villaba is excited about joining this critical conversation. She was born in Argentina and her parents are from Paraguay. She lived in Argentina until age 11. Argentina had the longest reign of dictatorship but when it was coming to end her parents moved the family back to Paraguay. Her family lived thru last three years of dictatorship in a system that works against the people.

The police department had to follow the orders of the dictator. She saw how the police department had to respond to people who tried to share their voice. She has lived in the US for 19 years and has been in education for over 20. She has been with Dublin Schools for last eight years. She hopes for growth that is attached to action; if we are going to see changes we want, it starts right here. We will review policy, get feedback, and do research. The voice of the people and the community are important and they will be at the table. We need to consider what our youth wants and what makes our students feel safe as not all have the same experience. Need to see social racial justice thru the lenses of immigrant students. We are already great but can be so much better.

Chief Páez commented that we are fortunate to have such great diversity in our community. We want all to feel safe and feel protected and comfortable to reach out to our police department any time. Chief Páez thanked all for sharing so openly their background and perspective. We are fortunate to bring all together to have these conversations to help connect to Dublin as a community and beyond. Next Chief Páez introduced the officers selected to be a part of the committee:

Officer Amber McCloskey – Gave her thanks for allowing her to have seat at this table and hearing everyone's backgrounds. You are all so incredibly intelligent and she is excited to learn more. She is assigned to 2nd shift patrol which see the widest variety of calls and heaviest call load. In late Spring/early Summer she was appointed to the Community Liaison Unit which runs very parallel to this committee. Externally she was appointed to a city taskforce representing LGBTQIA. The city as a whole is thinking about that community and those individuals being part of this community is very important. Thinks of the groups as two road and would love to see this group bring those roads together and align as much as we possibly can. Community members genuinely feel we are doing what we can. We feel that is what we are doing as a department but need to ensure we are bridging that gap. This group should serve as a candid and productive platform. She welcomes any questions especially the tough ones. She is eager to speak with Cameron and Susan relating to mental health. She is extremely interested to learn and talk to both of you. She feels we have more calls that deal with mental health crises. She would like to reflect on what are we doing right as a department and what are we doing wrong and how can we manage those types of calls better.

Corporal Devin Howard – He is a second shift corporal, has been a bike officer, previously a motor officer, TAI Team Leader, involved in labor relations and grievances. He is a graduate of Perrysburg High School, was a part time officer and full time officer prior to coming to Dublin. He has received his Bachelor and Masters degrees and graduated from supervisor training program earlier this year. He resides currently in Clintonville with his wife. He believes Dublin Police Department is one of the best in the country. Part of striving to be best is to be forward thinking and willing to have difficult conversations, make changes to benefit residents and lead the way. We will to explore the organization together and share what we do to make it special. We will be a model that all departments strive to be like. He looks forward to sharing his knowledge and insights with the group.

Chief Páez stated that his hope is that we start by talking about what the police department does; then transom beyond what we do to why we do it. What is our purpose and intention behind why we conduct business the way we do; this is personal to us. Personal to the people we have

connection to in the community. Faith, trust and confidence in a police department is attached a lot of times to your experience with that department or officer. He feels we've got one of the best police departments. What makes us special are the members that we have here; that makes what we do impactful but need to find out what we can do better. We draw members that have experience in a lot of fields in life. They have had experience at other police departments and this helps us remain open to change to meet community needs and build partnerships with the community. Chief Páez asked if there were any questions from the group and thanks all for their openness and candidness.

There were no questions from the group.

Dublin Police Department Overview

Chief Páez shared the organizational structure of the department. There are 121 total employees, 72 sworn, 49 civilian staff. The department is divided into three Bureaus: Operations, Support Services and Technical Services. He has been a police officer for almost 20 years. Started his career in City of Oregon OH. Attended Bowling Green and in 2003 received call from a lieutenant here in Dublin who asked him to come to Dublin and take the police test. He has been married for 20 years and he and his wife have five kids. He feels blessed to be here and be part of this community. He and his family are members of St. Brigid. He is passionate about the service we provide to this community and the individuals he works with at the department. He looks forward to working with all on this committee and see where we go as a department and community.

Lt. Greg Lattanzi thanked all for volunteering their time to help us navigate some of these difficult conversations. He oversees the Operations Bureau which includes the patrol officers that are out amongst the community and responding to calls for service. There are three patrol shifts divided into 8 hour blocks. Each shift has a patrol sergeant and two corporals as first line supervisors that assist with supervision of officers on each shift. There are approximately 10 officers per shift. The department has a total of 44 of sworn members assigned to the patrol section. He is married with two children. His wife is a nurse at Dublin Methodist Hospital (thanks to her for her support). He has been employed with Dublin since 2005. He grew up in a small town, Ashland OH, where his father was a police officer. He was in the Marine Corps, then attended college prior to being hired with Dublin in 2005. He feels very fortunate to be at a department like Dublin and work with some very fine individuals in the department. We all remain open minded, open to learning and working together to maintain the professional police standards Dublin is known for as well as explore ideas for best police practice for public safety and inclusion.

Chief Páez thanked the lieutenants and who have done a fantastic job preparing for the discussion today. His ongoing task for them would be bringing to the meeting the members who can add to the conversation moving forward.

Lt. Nick Tabernik oversees the Support Services Bureau which has 25 sworn officers; three sergeants and three corporals. He thanked the group for volunteering their time for this very important community endeavor. In his current assignment he has general oversight over the Detective Bureau, Community Impact Unit (CIU) and the Community Education Unit (CEU). The School Resource Officers are part of the CEU who also manage the Citizens Police Academy (CPA) of which Ms. Yin is a graduate. The Community Liaison Unit is also part of this group. He coordinates planning and safety for all city events. Lt. Tabernik share his background - this was

his first policing job. He worked 2nd and 3rd shift patrol working alongside both Lt. Lattanzi and Chief Páez. He became a corporal and then sergeant of patrol. He then moved into the CIU as a sergeant over the unit. He fully believes he is blessed to be a public servant, as well as being a public servant in a great city and with such professionals. He was born and raised outside of Cleveland and is currently married with one child. He attended the University of Dayton and Cincinnati. He is eager to hear what our citizens have to say and feels now is a time to enhance what we do and that what we do matches community expectation. Please ask the questions, don't leave anything unasked or unsaid. We are here to provide perspective and listen to our community. We believe we are a premiere organization but are cognizant of the facts and we don't want to become complacent. He looks forward to working with all.

Chief Páez commented that we are here to answer any questions you may have but we are here to listen as well.

Jay Somerville – Director of the Consolidated Communications Center appreciates any opportunity we get to engage as a community; we are not here without you. We are a tool for this community and are here to serve you. He is not a sworn officer. Dublin has been very progressive of the services we provide and how we provide those services. Surrounding communities looked to Dublin for leadership when considering a consolidated communications center and Dublin took it. We serve four municipalities in four townships: Dublin, Hilliard, Upper Arlington and Worthington as of last week. We serve the fire departments of Washington Township and Norwich Township. We have 40 communications employees which is the third largest 911 center in the region and handle around 150,000 incidents a year. One Operations Manager, three communications supervisors and six communications supervisors. We are who you are going to interact with first when calling for service and are fortunate enough to have the best staff and resources. He looks forward to having these conversations, making sure Dublin and all have the best level of professional service we can provide. He also oversees the Records Bureau. This group has one Records Supervisor, four Records Technicians and one Property Officer. When you come in to conduct business they are the first work group you will encounter and he is very proud of those folks. They will be very much a part of putting together records for review by this committee. Additionally, he oversees accreditation and one accreditation manager. Dublin has been accredited since 1990 as a police department and three years ago in separate program for the communications center which is one of only seven in Ohio. He has been with the City of Dublin for 29 years, but began his career with the City of Lima in 1985. He is married and had two kids who are both graduates of Dublin Scioto and The Ohio State University. Both kids chose education route as their careers. He invites any chance to interact with the community and have dialogue on how to better serve the community. He is excited to work with all and is excited at how much better Dublin can be with the input of this group and our community.

W. Dwayne Maynard thanked Jay, stated he is a gem. He appreciates Jay's sincerity and looks forward to working with him.

Chief Páez shared the mission and values of the Dublin police department. This is our purpose; is our why for this organization. "Dublin Police employees are committed to protecting life, liberty and property. We will provide the highest level of service and work in partnership with our community to ensure public safety by focusing on the following core principles:

- Vigilant, Ethical and Impartial Enforcement of Law

- Critical Incident Preparedness and Response
- Crime Prevention, Reduction and Deterrence
- Improvement of Traffic Safety"

Our focus is protection service and public safety in partnership with our community. Providing consistent service equally to those in our community. Our four core values are: professionalism; integrity; respect; commitment.

Chief Páez advised it is important we share our mission and goals with this committee and our community as this is the document we hold ourselves accountable too; this guides the decisions and focus for our department. He then reviewed the main goals of our organization and how we come up with those goals by meeting each year as a supervisory team in December to talk about and formulate those goals for the upcoming year. Prior to this meeting the supervisors are tasked to meet with their groups to get their perspectives and input. All goals are intentionally connected to our mission statement.

Goal 1 – Enhance our readiness and demonstrate our ability to effectively respond to and successfully resolve critical incidents and/or major crimes.

Goal 2 – Reduce theft offenses throughout the city.

This goal focuses on crime occurring in our community; our focus is to reduce the number of theft offenses that occurred in the previous year; intentional focus is to thefts because these are the reports we see most frequently filed

Goal 3 – Improve overall traffic safety in the city

The focus is to make it as safe as possible to travel from, through or to our community

Goal 4 – Enhance and demonstrate our ability to effectively address issues of significant community concern.

This was an intentional focus for us as we came into this year; wanted to focus on community outreach and engagement; special events safety; drug enforcement and education; mental health awareness; and human trafficking awareness and enforcement

Chief Páez asked the group if they had any questions. The following questions were asked:

Imran Malik asked if the annual meeting is it open to public? Chief Páez responded that we have not opened that particular meeting to the public in that past but appreciates the question. His hope is that when we reach December to review how we have progressed on those goals that he is able to share those outcomes with you so you can take to that information to your community.

Imran Malik asked if it is okay to share the mission statement with their groups? Chief Páez advised yes, absolutely. As much as we can share this information with the public is great, it is everything we want people to know about our organization.

Srikanth Gaddam asked how do we manage, how do we prioritize, how do we measure the outcome?

Cameron Justice commented that we will have to consider what we are most passionate about and focus on that sooner rather than later.

W. Dwayne Maynard shared his thoughts on management. Suggested there needs to be a designated place where the community concerns can go, an email address or something along those lines, then maybe work as a smaller committee and take turns checking in with the department as to what came in, then share or in some way prioritize that information amongst themselves.

Ajmeri Hoque asked if they are able to have meetings amongst themselves not including the police department? Maybe they can have those smaller committees without members of the police department so they can have those more candid conversations with each other.

Chief Páez commented that many of the things you all have said are things he has thought about: managing; garnering input from community members; identifying heads of the committee will help gathering that information and help determine what those priorities might be. His hope is that this doesn't continue to be a projection on his part, that his role would be more to facilitate dialogue. In the next couple of meetings he hopes to identify a chair and vice chair. He is enthused about the conversation and talking with the group about how this is going to work.

Sao Shoji commented that in the interest of getting the group all on the same page, for those that are not in the police department, it would be helpful to learn more about what the police department sees, to get some type of report or baseline that is commonly shared like racial issues, LGBTQ issues, etc...would help to have a baseline or sharing of this information with this group.

Chief Páez advised that there is a report we share monthly with our staff. It might be a helpful tool to provide a version of that report for the group. It would help show what we are experiencing and dealing with in the community.

W. Dwayne Maynard also suggested Chief Páez share the Yale Law School study as that would be a good resource. Could also aid to identify some topics for next the meeting and serve as a jump off point for the next discussion. Chief Páez will definitely share that information.

Chief Páez introduced PIO Rebecca Myers to present our updated police website. He has had very good conversations with the lieutenants and our PIO who have worked over the past several months to update and redesign our police website.

PIO Rebecca Myers commented that it has been wonderful to hear unique perspectives and she is happy to be part of Dublin in this unique moment. Rebecca shared the website with the group. A link will be sent to the group so they may review the website in more depth and provide their input.

Chief Páez's intention is to provide a resource for the community or anyone who has interest in what we do, why we do it, and who we are as a police department. He will again share the document for consideration of the group to review, it's a lot of information but does a good job of categorizing a process of guiding principles.

Chief Páez asked if there was any feedback from the group regarding this evening's meeting and scheduling future meetings?

Sri Gaddam suggested for next meeting of including a five minute break.

Ajmeri Hogue suggested including an ASL interpreter and including image descriptions for the next meeting.

Public Comments/Questions

Rebecca Myers advised there were two public comments and shared those comments with the group.

Chief Páez hopes the group will be able to meet in person in the future but because we were unable to meet in person we published that we were having the meeting which was streamed live for the public.

Public Comments:

Comment #1

Kara Morgan

Subject: "Controversial Topics" policy is outdated

My comments to the Dublin City School Board last night are also relevant for this committee, so I am submitting here:

I am the parent of a Dublin graduate and the parent of a current Dublin student.

I came here to express support for the teachers and administrators who are working to ensure that students feel heard and connected and valued. One way I heard about in which high school teachers did that was by wearing inclusive tshirts to welcome students back to school. I understand based on Dr. Hoadley's comments tonight that these teachers and administrators were told not to wear these at school, and I am very saddened to hear that.

I had seen this act as contributing to Ohio's strategy for improving outcomes for Ohio high school graduates, so now this leaves me wondering if Dublin has a plan for meeting this learning domain.

I know this domain is important because it's in the state strategic plan. I was an appointed member of the Ohio state Board of Education, for two years. I served on the steering committee for the strategic plan for education for that was issued in 2018. You can find this plan easily by googling "each child our future" Or simply googling "Ohio education strategic plan"

The stated one goal of this plan is to increase annually the percentage of high school graduates who are succeeding after graduation.

In this plan, towards that goal, there are four equally important learning domains. They are : foundational skills which include math and reading, well-rounded content which includes social studies and art, leadership and reasoning which focuses on critical thinking skills, and finally, social emotional learning. The experts and practitioners in education from around the state who developed the strategic plan wanted to be clear that in order to be successful after high school, competency in all of these areas is important. In today's global, digital, fast moving society, these skills will prepare Ohio students to thrive in the future.

about SOCIAL-EMOTIONAL LEARNING, the plan says "Life is a shared journey. Research shows that being a part of a community improves life satisfaction and health. Living as part of a community involves understanding the importance of social interaction and personal feelings. Social-emotional learning includes competencies like self-awareness, self-management, social awareness, collaboration, empathy, relationship skills and responsible decision-making. The elements of social-emotional learning give children the tools to become resilient and persistent in life."

The work that our teachers and administrators do to cultivate nurturing, supportive, collaborative environments for students to succeed go directly to this learning domain. I wish I would see evidence of the district recognizing and support this need for the students. the teachers tried to support the students and they were told they couldn't. the district has a responsibility to develop a larger strategy to address this learning domain to help all of our students. If our students plan to live in any major city in the United States or anywhere in the world, they will need tools to live among these ideas, they will not be able to hide from them or push them away. We need to prepare our students to live outside the bubble so they can have the best opportunity for success. Being able to interact well with ideas that are different than theirs is exactly part of the education we should be striving to create for the students.

If Dublin wants to stay relevant in 2020, the district cannot hide behind outdated policies. Please don't let your students down. Help them be ready to join the world.

Comment #2

Jaron Terry

Subject: Family Values in Dublin

Dear persons concerned about Diversity, Equity and Inclusion in Dublin, Ohio:

I've lived in Dublin for one year and love the community. I was encouraged that my husband and I had made the right choice in moving to Dublin when I was asked to speak in January 2020 at P.E.R.C. (Parents Encouraging Responsible Choices) on "LGBTQ issues and conversations in Dublin City Schools," as a representative of PFLAG Columbus, of which I am volunteer president. This told me that Dublin City Schools cares about children and teens - ALL of them, not just the straight, cisgender ones. However, I was outraged and dismayed to read on WBNS today that Dr. Todd Hoadley said some (in Dublin) think 'Love Is Love' encourages acts of pedophilia. Shame on him for not refuting that bigoted view in a public forum when given the opportunity. This phrase specifically refers to LGBTQ marriage, which was legalized in 2015; the phrase was popularized by Lin-Manuel Miranda upon accepting the Tony Award in 2016 for Hamilton. For an educator in 2020 to be ignorant of this fact - as well as the fact that pedophilia, which is listed in the Merck Manual as a mental illness, is in any way related to LGBTQ persons - is outrageous. Dr. Hoadley should be educated and - if uneducable - dismissed from his post, as the views he expressed in this news story, and therefore his continuing presence, are damaging to children and this community. In my opinion ALL of the phrases on the shirt represent the BEST family values anywhere - to say otherwise is cause for concern as it sets an unfortunate example to all - especially for the next generation.

Thank you,

Jaron Terry

Chief Páez advised that Rebecca Myers will help gather input from the community prior to meetings, we can decide how we want to respond to that type of commentary. In regards to a future meeting schedule, we will reach out in the next couple of days to get feedback and try to consider what is the right schedule is to get back together. If there are any questions or concerns you do not have to hold them for this venue, reach out to anyone in the police department. We are your resource to learn everything you want to know.

Chief Páez asked if there were any other questions from the group?

W. Dwayne Maynard asked the committee in general if there are days of the week that don't work for anybody? Wednesdays are not good for him and if anyone else has days. Also asked if the documents that were shared could be documents that they can have in an email so that he can continue to a build folder on advisory committee materials.

Chief Páez advised that the PowerPoint documents might be too large to share via email. Maybe those and the others can be connected to meeting minutes via the website. Also any member of the public could see them then as well.

W. Dwayne Maynard asked if the public comments could be shared a few days before so they can consider them for discussion at the meeting.

Chief Páez advised that he believes these particular comments came in either today or just yesterday. It is likely we will receive more over time and thinks as things evolve and we get guidance from public health on when we can hold meetings in person public comments may come in sooner.

Ajmeri Hoque thanked the public for their comments. She was on the same page with those comments. All of this is intertwined and we need to look at every issue. We may not be able to solve every issue but we can look at it.

Chief Páez advised that once we have notes and all included documentation you are welcome to share with anyone interested. Chief Páez thanked all for joining us for the first meeting, looks forward to working together. This was a great meeting.

With no further business the meeting adjourned at 8:44 pm

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